Applying Body Language During Interview:
Capturing Right Candidates

Do you know the secrets to selecting the right candidates for your organisation?
Did you know an interview is more than asking questions—it is about observing what words cannot tell?
Are you ready to master the techniques that make interviews more accurate, effective, and insightful?

Introduction

Hiring the right talent is one of the most important decisions for any organisation, yet many interviewers rely only on spoken answers and traditional evaluation methods. Candidates today are more prepared with rehearsed responses, online coaching, and scripted strategies that often mask their true personality or capability. Relying solely on verbal answers can therefore lead to poor hiring decisions. What often makes the difference is *body language*. Nonverbal communication—such as posture, eye contact, facial expressions, hand gestures, and even micro-movements—reveals hidden attitudes, confidence levels, and honesty. By learning how to interpret these subtle signals, interviewers can gain deeper insights into a candidate's real character, mindset, and potential fit for the organisation. This program is designed to equip participants with practical tools to apply body language analysis during interviews. Participants will learn how to read nonverbal cues, cross-check them against verbal responses, and use this knowledge to ask more targeted follow-up questions. By the end of the session, interviewers will be able to conduct interviews with greater accuracy, ensuring that the right candidates are selected—not just the ones with polished answers.

Program Objectives

This training aims to:
- Provide enough knowledge and skills to perform a strategic interview
- Enable participants to equip themselves with strategic skills to apply nonverbal during the interview.

Learning Outcomes

After completing this training, participants should be able to:
- Identify the cues to observe during an interview process.
- Apply nonverbal analysis to evaluate the truthfulness of a candidate

Who should attend?

First-line management, middle management, senior management and anyone involved in a job interview.

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	**Understand the Concepts of Nonverbal Communication During Interview** In this module, you will learn the fundamentals of nonverbal communication, the evolution of body language, the role and function of nonverbal communication and basic principles to understand the concepts. Participants would learn a method to set objectives before conducting the nonverbal analysis.
10.30am-11.00am	**Break and Networking**
11.00am-1.00pm	**Apply the Right Methodology to Analysis Nonverbal Communication during Interview** In this module, you will start to learn the skills on how to observe and run a nonverbal observation, the ethical consideration when conducting a nonverbal communication analysis. The participants would learn the hotspot to be observed during the interview process.
1.00pm-2.00pm	**Lunch Break and Networking**
2.00pm-3.30pm	**Body language During Interview** In this module, the participants would learn different cues to observe during the interview process. The participants would conduct a practical session to analyse the nonverbal cues, including hand movement, facial expression, gestures, movement, space and even leg position.
3.30pm-4.00pm	**Break and Networking**
4.00pm-5.00pm	**Interview Technique with Nonverbal Communication**

	In this module, participants would learn to ask the right questions to capture the qualified answer during an interview process. The participants would further learn how to detect deception or any red flag that needs further investigation during the interview.

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